

WINOA Group Health & Safety Policy

Everybody within our Company must be guided by the Vision "**Safety, My Choice**". At any time, everywhere, in our sites and in our customer sites, **Safety must be a pre-requisite** before any other task we have to perform.

Everybody as Winoa employees, temp staff, contractors, or visitors must always understand and follow-up this Vision.

It's only by working together that we will provide **total Safety and best in class working conditions** for everybody and, as a consequence, an **injury free and healthy workplace**.

For this purpose, we truly believe in the following principles to guide our **actions**:

1. **Leadership commitment**: must be visible to the entire organization through **exemplary**, objectives setting, resource allocation, integration of H&S in any business decision and **active participation in H&S activities**.
2. **People involvement**: we want to create a strong **H&S Culture** for all the people working for Winoa by performing regular specific H&S trainings and site walkthrough and to ensure they are involved for consultation and participation within our H&S Management System. Maintaining skilled H&S professionals within our plants is key as well.
3. **Risk assessment**: is performed within all our sites and updated in a regular basis for ensuring we identify the **most critical risks** for implementing actions to eliminate risks when possible or mitigate them.
4. **Compliance with applicable legal and other requirements**: we identify and regularly check compliance with legal and other requirements that we subscribe to, including **ISO 45001 certification** for all our manufacturing sites.
5. **Factual decision-making**: facts, evidence, and data analysis lead to greater objectivity and therefore confidence in decision-making. The implementation of relevant **key indicators** becomes then fundamental to achieve excellence results.
6. **Continuous improvement**: through performance monitoring, event investigation and sharing, best practice sharing, inspections, audits, and management review programs, we improve our performance toward **Goal ZERO for injuries and occupational illnesses**.

This Group Policy is deployed in each organization through a **unit-specific Health & Safety Policy** and its associated **H&S Management System**.


Ramesh KRISHNAN
Chief Executive Officer

March 1st, 2022